

This amendment to the Superintendent's contract in effect as of July 1, 2013 begins on July 1, 2013 and ending on June 30, 2014. The Superintendent and Robertson County Board of Education agree to the following conditions.

1. The salary paid to the Superintendent, for the 2013-14 school year shall be \$100,000.
2. For the 2013-14 school year, this contract requires the services of the superintendent for 220 days.

Done under our hands, this the day and year appearing by each of our signatures below.

**Robertson County Board of Education**

Date this 22nd day of July, 2013

By Chuck Brown  
Superintendent

Date this 22nd day of July, 2013

By, Keely Anne Hooks  
Chair, Board of Education

Notary : Tracy Teegarden

My Commission Expires : 11/2/2015

SUPERINTENDENT'S CONTRACT  
KRS 160.350

THIS CONTRACT is entered into by and between the Board of Education (hereinafter referred to as "The Board") of the Robertson County School District, located in Mt. Olivet County, Kentucky (hereinafter, "the District"), and Charles Ray Brown (hereinafter, "the Superintendent"), for the position of superintendent of schools of the District.

The Board agrees to employ the Superintendent for a period of 4 years, to begin on July 1, 2010 and ending on June 30, 2014. Pursuant to KRS 160.350(4), this contract shall annually be extended for one year, unless the board, by majority vote prior to June 30<sup>th</sup> of that year, elects not to extend the contract. The Superintendent agrees to the term of employment under the following conditions.

1. The annual salary paid to the Superintendent shall be \$110,000. Annual salary modifications shall be mutually agreed to in each of the remaining years of this contract, provided said salary in each subsequent year shall not be less than the salary paid in the preceding year, and provided that the Superintendent shall receive an increase to total salary each year no less than the percentage increase provided to other certified employees of the board. The Board shall renew the contract within 90 days after the date permitted under state law for renewal, upon request of Superintendent, or it shall notify the Superintendent of its intent not to renew the contract.
2. This contract requires the services of the Superintendent for 240 days
3. The Superintendent agrees to perform well and faithfully the duties of Superintendent and to serve as chief executive agent of the Board, having such powers and duties as may be prescribed by law or by the Board from time to time.

4. The Superintendent shall furnish, throughout the life of this contract, valid and appropriate license to act as Superintendent in the Commonwealth of Kentucky.
5. The Superintendent agrees to devote his time, skill, labor, and attention to said employment during the term of this contract. However, the Superintendent, with prior approval of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations, which do not impede or conflict with the Superintendent's duties.
6. The Board shall annually provide the Superintendent with a written evaluation based upon a mutually agreed upon evaluation instrument, with periodic opportunities to review and discuss Superintendent-Board relationships and the Superintendent's personnel records and performance at reasonable times as set by the Board.
7. The Superintendent shall be entitled to 10 days of leave per year for illness, which may accumulate without limit. The Superintendent shall be granted 6 personal leave days per year, which if not used, will roll over into accumulated sick leave.
8. The Superintendent shall be granted 6 holidays per year in addition to personal and sick leave, specifically New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
9. Deductions for absences for which pay is not allowed shall be made in an amount equal to 1/240th of the Superintendent's annual salary, per day of absence.

10. The Board shall reimburse the Superintendent for mileage at the rate applicable to all Board employees for business of the Board. The Board shall also reimburse the Superintendent for lodging, meals, fees, travel, etc., as he shall incur on business for the Board.

11. The Board shall, by direct payment or reimbursement, pay the dues to such professional and civic organizations, as he shall deem to be necessary to keep fully current and qualified and to maintain a high degree of professional standing. The Board shall also pay the premium on extended professional liability insurance through the Ky. Association of School Administrators.

12. The Superintendent shall attend appropriate professional meetings and conferences at local, regional, state, and national levels. The Board shall reimburse the Superintendent for actual expenses incurred in carrying out these professional activities.

13. The board shall bear the cost of an annual routine, complete physical examination for the Superintendent.

14. The Superintendent shall, to the best of his ability, secure capable and qualified candidates for available positions within the district, which are subject to appointment by the Superintendent.

15. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the scope of his employment. If, in the good faith opinion of the Superintendent, a conflict exists as regards the defense of such claim between the legal position of the Superintendent and the legal position of the

Board and/or District, the Superintendent may engage counsel in which event the District shall indemnify the Superintendent for the cost of legal defense.

16. Board does appoint, and Superintendent does accept, the position of secretary to the Board for no additional compensation or benefits.

17. This contract may be modified only by the mutual written agreement of both parties. In the absence of mutual agreement, this contract may be terminated by the Board upon the showing of legal cause and in accordance with procedures established by Kentucky law.

Done under our hands, this the day and year appearing by each of our signatures below.

**Robertson County Board of Education**

Date this 28<sup>th</sup> day of June, 2010

By Charles R. Brown  
Superintendent

Date this 28<sup>th</sup> day of June, 2010

By, Sally Ann Hooks  
Chair, Board of Education

Notary : Carolyn R. Martin

My Commission Expires : 09-07-2010